UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/50/410
7 September 1995

ORIGINAL: ENGLISH

Fiftieth session
Item 109 of the provisional agenda*

ADVANCEMENT OF WOMEN

Note by the Secretary-General

The Secretary-General has the honour to transmit to the General Assembly the report on the activities of the United Nations Development Fund for Women, prepared pursuant to Assembly resolution 39/125 of 14 December 1984.

* A/50/150.

95-27245 (E) 171095 201095

ANNEX

CONTENTS

		Paragraphs	Page
I.	INTRODUCTION	1 - 4	3
II.	PROGRAMME FRAMEWORK	5 - 70	3
	A. Overview	5 - 7	3
	B. Economic restructuring	8 - 24	4
	C. Sustainable livelihoods	25 - 46	7
	D. Building stable lives and healthy communities	47 - 52	11
	E. Peace-building and conflict resolution	53 - 57	12
	F. Ethical governance and respect for civil society	58 - 70	13
III.	ADVOCACY	71 - 86	15
IV.	MANAGEMENT	87 - 95	18
V.	FOURTH WORLD CONFERENCE ON WOMEN	96 - 116	20

I. INTRODUCTION

1. The present report reviews and updates the key elements of the programming framework of the United Nations Development Fund for Women (UNIFEM) and describes initiatives undertaken by the Fund in 1994. It further touches on the Fund's future directions to meet current challenges and the priorities of women in the twenty-first century.

2. In General Assembly resolution 39/125 of 14 December 1984, UNIFEM was mandated to act as a catalytic agent on the main United Nations development cooperation system and to support innovative and experimental activities benefiting women. Created to address the economic and social advancement of women, the Fund gives direct technical and financial support to women in developing countries and recognizes and addresses the issues to further women's economic and political empowerment.

3. In supporting activities that benefit women, UNIFEM has been committed to ensuring that women are full participants of the development process both as agents of change and as beneficiaries. By serving as an effective advocate for women, UNIFEM brings the gender component to every aspect of the development agenda.

4. The scope of the Fund's operations and representation through the United Nations Development Programme (UNDP) country offices enable it to broker partnerships at the grass-roots, national, regional and international levels. Its strong base within the international women's movement, its experience in capacity-building rather than service delivery, in linking the macro-level with micro-level organizations and in creating innovative and catalytic ways of working with women, give the Fund a special role to play in implementing the recommendations of United Nations world conferences.

II. PROGRAMME FRAMEWORK

A. Overview

5. In order to promote the key issues that women themselves envision and are seeking to advance, UNIFEM has developed a programme framework, the Women's Development Agenda, which is based on the principle of social justice and addresses women's basic rights to sustainable livelihoods and secure lives. The Agenda has two principal elements: (a) the economic empowerment of women in order for them to claim their entitlement to and control over productive resources; and (b) the political empowerment of women by enabling them to reorient and reshape policies and decisions through their active and full participation in decision-making, actions, organizations and institutions.

6. In supporting women's economic empowerment as one of the main tenets of the Women's Development Agenda, UNIFEM has focused its policy and programme priorities in three specific areas: (a) economic restructuring; (b) sustainable livelihoods; and (c) building stable lives and healthy communities. UNIFEM pursues the political empowerment of women through policy and programme support

in two key areas: (a) peace building and conflict resolution; and (b) ethical governance and respect for civil society.

7. Under its mandate and through its capacity to operationalize the vision that is promised by the women's development agenda, UNIFEM has continued to build its advocacy role and pursue partnerships with other actors in the private and non-profit sectors, as well as with governmental agencies, and has continued to move upstream on the micro-macro continuum by drawing from experience gained at the grass-roots level and using that experience to promote change at the macro level. The Fund has also built its capacity for intellectual leadership and generation of knowledge on gender equality issues and has served as a clearinghouse for ideas, information and lessons learned.

B. Economic restructuring

8. While a shift in the development process to focus on the basic needs and entitlement of the poor is under way, this has yet to fully incorporate issues of gender equity. The Women's Development Agenda calls for a fundamental change in development thinking, planning and practice to redirect the pattern and pace of economic growth and redistribute the benefits and costs of growth in gender-equitable ways. The Agenda therefore places gender equity at the centre of a new development process that would benefit women and men equally, and acknowledges that in the search for alternative development approaches, women's perspectives and realities need to be fully recognized.

9. The thrust of the Fund's assistance to African women is to promote food and income security by supporting women's access to agricultural resources, training and research, and by increasing the awareness of policy makers of the key roles of women in the economy.

10. Structural adjustment programmes and their implications for women's activities in the Africa region are a matter of priority concern. UNIFEM seeks to respond both to the problems and opportunities presented by those programmes. In those cases where women's livelihoods have come under pressure owing to spending cuts in the social sector or lost income-earning opportunities, UNIFEM has funded a number of innovative initiatives that support women's own survival strategies. It also has tried to find ways of assisting women to respond on an equal basis with men to new investment and employment opportunities opened up as a result of privatization.

11. Through its trade and industry programme, UNIFEM aims to help women gain access to growing regional and local markets and to promote cross-border trade and exchange. Based on the findings of studies on cross-border trade in the Gambia, Nigeria and Senegal, national workshops were organized to facilitate dialogue between women traders, business women, national economists, lawyers and customs officials, and to introduce women's perspectives on policy changes to ensure their livelihoods. In Senegal, the workshop provided an opportunity for media organizations, such as Inter Press Services, to raise awareness of women's economic constraints and also of their potential as agents of change within a changing global economic environment.

12. In the United Republic of Tanzania, following the successful delivery of credit to grass-roots women entrepreneurs, the UNIFEM project "Credit scheme for productive activities of women", in collaboration with the Danish International Development Agency (DANIDA) and UNDP, has assisted the Government to consolidate and sustain project achievements. A strategic planning workshop established a process for local financial institutions to take over the revolving loan fund established through the project. DANIDA is drawing on the project experience to develop similar credit delivery systems that will promote women's economic empowerment. UNDP and UNIFEM also aim to use the project experience as a basis for strengthening the capacity of the women's ministries in the United Republic of Tanzania to incorporate and implement policies that are sensitive to gender issues.

13. In accordance with its mainstreaming mandate, UNIFEM has supported capacity-building for Governments and other mainstream organizations in applying a gender perspective in development policy formulation and planning.

14. In Morocco, UNIFEM funded a women in development unit within the Ministry of Foreign Affairs and International Cooperation in response to the Government's plan to improve the status of Moroccan women and to involve them in social and economic development efforts. The unit has been an effective advocate for women's programmes and has facilitated dialogue between governmental departments, non-governmental organizations, research institutes and donors.

15. In southern Africa the UNIFEM Southern African Development Community (SADC) women in development programme, co-funded with the Canadian International Development Authority (CIDA), has supported the mainstreaming of gender into policy, programmes and projects within the States members of SADC.

16. In Asia and the Pacific, in the wake of economic restructuring and globalization, women stand to be greatly affected by changes in the economic systems and by technological advances in agriculture and industry. Recognizing that development planning is a critical process through which Governments define national goals and strategies, UNIFEM has supported a number of catalytic initiatives in this area.

17. In Viet Nam, training workshops and courses provided through the project entitled "A participatory approach to gender-responsive policy research: strengthening the role of women in Viet Nam's development" have increased gender awareness among planners and administrators of development programmes and projects as well as social scientists pursuing research on women's issues.

18. The strengthening of institutional mechanisms for development planning at the grass-roots, national and regional levels was achieved through the Pacific mainstreaming project, an activity funded jointly with the Governments of Australia and New Zealand and the United Nations Population Fund (UNFPA). At present in its second phase, the project outputs have included the development of a manual on advocacy for women at the grass-roots level; strengthening the capacity of the South Pacific Commission to provide technical and advisory services in gender-responsive development planning; a gender training course for planners and statisticians in Tuvalu and the Cook Islands; networking with other

development institutions; and assistance to the participating countries to raise additional funds for mainstreaming.

19. Recognizing that gender-responsive development planning is most effectively achieved when based on statistics that incorporate gender issues, UNIFEM has funded jointly with the Swedish International Development Agency (SIDA) a regional project to establish gender-responsive statistical systems in six countries. Executed by the Economic and Social Commission for Asia and the Pacific (ESCAP), innovative activities under the project have included organizing "user-producer" workshops in India, the Philippines, Thailand and Viet Nam, and the preparation of reports on priority gender issues and indicators for Pakistan, the Philippines, Sri Lanka and Viet Nam. In China, the State Statistical Bureau completed the booklet "Women and men in China: facts and figures, 1995" for dissemination at the Fourth World Conference on Women. In Indonesia, the project brought together heads of provincial statistical offices, heads of data-processing centres of sectoral ministries and researchers of government and non-governmental institutions to coordinate the production of gender statistics by sectoral ministries.

20. In Latin America and the Caribbean, structural adjustment programmes and new trade agreements have grave consequences for women in the region, in particular in the small island developing States of the Caribbean. In collaboration with the Caribbean Community (CARICOM), ECLAC and other United Nations agencies, the UNIFEM programme in the Caribbean has therefore focused on assisting the design of policies that are more gender sensitive. The programme includes gender training for development planners and policy makers who influence public opinion, as well as women in leadership positions. Emphasis has also been given to sensitizing mainstream media.

21. One of the Fund's main partners in the subregion is the Women and Development Unit of the University of the West Indies. The University operates on the principle of working through intermediary organizations and establishing linkages between international, national and local activities that promote gender and development. The UNIFEM-funded project, "Communities organizing for self-reliance", has contributed to strengthening those linkages and enabled partners at each level better to define their appropriate roles.

22. The Fund's long partnership with the InterAmerican Development Bank (IDB) in mainstreaming women's concerns and participation in economic development has continued in 1994 through the project "Financial services for women micro-entrepreneurs". The project has focused on the identification and dissemination of cost-effective technologies and institutional structures for expanding access and benefits of financial services to low-income women entrepreneurs in six countries. The results of the project have provided inputs to a forum on women and development, organized by IDB with UNIFEM support at Guadalajara, Mexico, where structural adjustment and development policies were discussed by decision makers and leaders in the region.

23. In 1994, UNIFEM continued to develop its global programme on international trade in response to a number of fundamental changes in the global trading system, their uneven impact on people's lives and livelihoods, and the growing concern of women's groups about the gender-differentiated impact of trade

liberalization and the barriers faced by women in participating in the trade policy-making process.

24. During the year, UNIFEM was heavily involved in planning a series of regional seminars on engendering trade policies, attended by women's organizations and policy makers from all of the major free trade areas and economic groupings. The seminars were planned as the direct result of a global expert meeting on women and trade organized by UNIFEM in New York in 1993. A major finding of the meeting was that circumstances varied so much between regions that issues, strategies and action plans needed to be discussed at much greater depth at the regional level.

C. Sustainable livelihoods

25. The Women's Development Agenda addresses the need for public policies to be based on an understanding of the women's roles in maintaining the sustainability and renewability of natural resources. It is critical that decision makers be aware of the different ways that men and women produce, consume and develop coping strategies for survival. Recognizing that women's livelihood needs and realities must form the basis on which resource use and allocation is decided, UNIFEM is committed to gender equity as a means of ensuring environmental and social sustainability.

26. In Africa, UNIFEM is responding to the need to promote sustainable livelihoods by addressing the issue of food security. Considering that the burden of food production for domestic consumption falls mainly on women, food and income security is the central goal of UNIFEM work in the region. Accordingly, the majority of projects which the Fund supports are in the agricultural sector with an extension into industrial agro-processing. The strategy is to combine in one project ecological, socio-economic and scientific considerations, as well as policy support needed to make the project successful, sustainable and founded on community participation.

27. In Cameroon, women of the Pouma district devote hours of back-breaking labour to harvest and process the cassava crop. With UNIFEM support, technicians from Ghana have helped over 50 Cameroonian women's groups that produce cassava to construct and maintain a central cassava-processing plant. A more efficient processing technique has reduced the women's workload and increased their profit margin. Run by AID Cameroon, a local urban-based non-governmental organization made up of women scientists, women economists and businesswomen, the project has empowered women farmers by helping them to enter the formal production and marketing network that supplies the cities and by giving them access to new skills.

28. UNIFEM has continued its support for the project, "Kusoma: promoting self-reliance for women", in South Africa, funded in collaboration with Tototo Home Industries of Kenya, the Fund for a Free South Africa and World Education. Thirty South African women's organizations have each sent representatives to participate in leadership and organizational skills training, following which the women have been able to serve as active resource persons for their own organizations. The project's ultimate goal is to establish strong local corps

of women trainers with the capacity to offer training in leadership and business management workshops to women's groups all over the country.

29. Environmental degradation poses the greatest challenge to women who are the main subsistence farmers in Asia. The task of maintaining sustainable livelihoods is becoming more difficult as the resource base for food, water and fuel continues to be depleted. To address this challenge UNIFEM has continued to assist peasant women and other women's groups in bringing their environmental concerns to the attention of decision makers.

30. Building upon the successes of national summit meetings for peasant women in 1991, UNIFEM has continued to support follow-up activities in the region. In south India, a regional workshop was organized in collaboration with the International Federation for Women in Agriculture and the National Academy of Agricultural Research and Management. One hundred peasant women from various States met with planners and implementors of environmental policies. Jointly they drew up local plans to address the use of pesticides, water pollution, deforestation and the destruction of paddy lands.

31. In Pakistan, the UNIFEM project, "Radio programme on food technology for rural women", executed by the AURAT Foundation, a non-governmental organization, has broadcast messages on agriculture and health for women in over 1,000 villages. Through 300 listening centres, the project was able to link rural women to agricultural extension, technology, training and credit institutions. The project is being upscaled with support from CIDA, which provided funds to expand the radio programme to 500 listening centres. In addition, the Government has provided a grant to AURAT to sustain its work on environmental issues.

32. In Nepal, as a result of a follow-up consultation to the national summit for peasant women, the National Planning Commission has adopted a policy to make land available to women for agricultural experimentation with a variety of crops and agricultural technologies.

33. Related to those initiatives, UNIFEM has supported a regional project, "Women and pesticides: training and education", which has included 12 workshops in eight countries on the issue of women and pesticides. Funds were provided for the translation of pesticide resource materials into eight languages and case-study research on the impact of pesticides on women in six countries. These resource materials and case-studies are serving as effective tools for awareness-raising among women farmers and as basis for policy-making aimed at minimizing risks and finding alternative solutions to environmental problems.

34. In Brazil, UNIFEM has focused on providing support to initiatives that promote women's involvement and leadership and create sustainable livelihoods through four interrelated projects. In one project, "Contribution of women to the development of public policies on the environment", a seminar was organized for environmental groups to raise awareness on issues related to development, population and environment. In the second project, "Income-generation using non-polluting technologies", a women's group, the Association of Women from Mato do Rio Bonito, was trained to produce, prepare and store medicinal and seasoning herbs and staple foods. The third project, "Experimental school of

environmental education for women", organized four separate workshops on mastering the use of radio, project evaluation, developing physical and mental health through nutrition, and paper recycling. Under a fourth project, "Women communications and environment", radio programmes were broadcast and training activities implemented.

35. Another key strategy towards promoting sustainable livelihoods is to assist women in identifying, developing and implementing income-generation activities. These projects are initially supported at the micro level; however, the long-term objective is to upscale such initiatives into more profitable means of livelihood.

36. A UNIFEM project in Mongolia has strengthened the capacity of the Mongolian Women's Federation successfully to implement an integrated approach to enterprise development involving training, technical support and management of a revolving loan fund that has helped women establish viable businesses. To ensure the sustainability of the project, UNIFEM organized a strategic planning workshop to assist the Federation in defining its long-term objectives as an organization and the strategies to fulfil its goals.

37. Following baseline studies and gender-awareness training under the project "Strengthening institutions for enterprise development for Arab women" in Jordan and Lebanon, strategic planning workshops were organized for 25 representatives from institutions and 10 women entrepreneurs from each country. The project provided technical assistance to selected institutions to improve their capacity for programme implementation and for mobilizing resources from national, regional and international sources.

38. The UNIFEM-supported project "Women and micro-enterprise development in Jamaica" has identified the range and types of micro-enterprise activities run by women in Jamaica, determined the factors that contribute to enterprise growth or stagnation within the context of the country's structural adjustment programme and increased institutional support for the sector. A gender analysis of macroeconomic policies that can be used as a basis for dialogue with public and private decision makers has also been carried out.

39. In Cuba, UNIFEM has supported efforts by the Federación de Mujeres Cubanas to create employment opportunities for women in the marble industry. Utilizing discarded and waste marble, women have been trained to use the latest technologies available and are producing small items such as ashtrays, vases, cigar boxes and ornaments intended for the tourist market.

40. Credit and economic participation are central to each of the areas under the Women's Development Agenda. Accordingly, the focus of the Fund's global work in credit and development finance is to create an enabling environment for ensuring that the full range of financial tools - savings, loans and other types of financing - are available to poor rural and urban women producers.

41. Through ACCIÓN, an international non-governmental organization working in Latin America, UNIFEM has increased women's access to credit through the project "Credit for women in the informal sector". UNIFEM assistance has developed the capacity of non-governmental institutions in four countries to become

sustainable credit organizations capable of meeting the needs of an expanding client base; strengthened the network of affiliates in Latin America in areas of gender, management, strategic planning and human resource development; and influenced the broader community of development practitioners and policy makers regarding women and credit.

42. A global workshop on women and credit was organized for project managers of micro-enterprise projects for the first time in Amman. The participants learned project management techniques and how to adapt innovative credit methodologies, and examined factors that affect gender strategies. A training manual, "A question of access", published by UNIFEM, reflects the approaches and lessons learned from organizing the global workshop and three regional workshops held during 1992 and 1993.

43. In its continued effort to sensitize the banking and financial sector to gender issues and concerns, UNIFEM organized a four-day workshop on gender sensitization for managers of banks and financial institutions, in collaboration with the Bangladesh Management Development Centre, Dhaka. The workshop focused on providing an opportunity for officials from 26 banks and financial institutions and 5 non-governmental organizations working in micro-credit to understand the need for alternative ways of delivering credit to low-income women.

44. Science and technology have the potential to improve women's livelihoods by decreasing their workloads, improving their health, increasing their employment opportunities and conserving the environment.

45. In Asia and the Pacific, a UNIFEM project convened a workshop of 26 non-governmental organizations that produced a report on women workers' views of the impact of technological changes on women's industrial employment. At the workshop the women workers also developed plans of action to negotiate for women's equal access to technology-related skill training for future jobs. The women's recommendations were subsequently discussed in a meeting of government policy makers on industrial policies for the twenty-first century: new technology and women's work.

46. In collaboration with the International Women's Tribune Centre, UNIFEM has been instrumental in the formation of a global network to bring science and technology to the forefront of the Women's Development Agenda and to promote an approach to science and technology that addresses people's basic needs and environmental concerns. A series of planning meetings and an extensive information exchange led to the organization of the Once and Future Action Network. This growing network comprises over 50 international, regional and national organizations and networks. Through UNIFEM support, a programme secretariat was established in Jamaica, hosted by the Third World Organization for Women in Science. The secretariat has consolidated and expanded the network, finalized the preliminary guide on "Who is doing what in women, science and technology", and produced the first Once and Future Action Network newsletter.

D. Building stable lives and healthy communities

47. One of the key challenges of our times is to build stable lives and healthy communities amidst the flux of massive population movements now occurring both within and between States. In this context, it is vital to ensure the everyday security and well-being of ordinary people whose lives are disrupted by massive and sudden changes dictated by global and national events beyond their control. Under the Women's Development Agenda framework, UNIFEM is promoting the social reintegration and rebuilding of stable lives for women affected by population movements and is also addressing some of the root causes of human displacement, environmental degradation, land loss and poverty.

48. In Mozambique, for example, civil war and the out-migration of men to work in South Africa have undermined the lives of the women of Machel village, in the north-west of the country. Since 1989, UNIFEM has supported a project to assist female heads of household, who form a majority in the village. Building on indigenous technologies already used by the women, the project introduced improved ploughs, hoes, seeds, grinding mills and manual water pumps. As a result, food production in the village was quadrupled and the quality of life of the women was enhanced. The women now keep the surplus maize for the next season and sell beans to generate enough income to repay credit and meet other needs. In addition, their workload has decreased significantly and they now have time for language courses, primary education and management training.

49. In the Asia/Pacific region, UNIFEM efforts are directed to the social integration of women in post-war society. In Cambodia, UNIFEM has collaborated with UNDP to ensure the introduction of a gender perspective in the implementation of the Resettlement and Reintegration Programme (CARERE), by supporting a gender-in-development expert within the programme. As a result, CARERE staff have been trained in gender issues, and a gender strategy paper prepared by the expert now forms an important policy document and training resource for CARERE. As a result of the increased gender awareness of government officials, female heads of household are now being included in skill training for non-traditional activities such as marble sculpturing and fish farming.

50. In Western Asia, a participatory rapid appraisal was conducted in the West Bank to identify the psychological problems and needs of disadvantaged Palestinian women and to design a plan for local groups to address those needs.

51. Through collaboration with the International Conference on Central American Refugees (CIREFCA), UNIFEM contributed to building more stable lives for women in Central America. The project, "Support to women's activities within CIREFCA", has fostered inter-agency cooperation, established linkages with non-governmental organizations and identified problems faced by displaced women as well as obstacles encountered by government agencies, non-governmental organizations and the United Nations system. By providing training, the project has aimed at introducing a gender perspective into activities for protection assistance, development, shelter, return, reintegration and displacement.

52. A recent evaluation pointed out the important role played by UNIFEM in establishing linkages between non-governmental organizations and national

Governments in several Central American countries. In El Salvador, the project "Introduction of the concept of gender-into-development projects" supported gender-focused training for employees of the Ministry of Planning and other government agencies during the process of national reconstruction. A similar project has been initiated in Mexico, in cooperation with the SOLIDARIDAD Programme developed by the Government.

E. Peace-building and conflict resolution

53. Peace is a necessary condition for the personal security of all persons and is a prerequisite for sustainable livelihoods, for stable lives and for healthy communities. The Women's Development Agenda seeks to address this critical development challenge by assisting in the protection of women's lives in situations of conflict and instability.

54. UNIFEM continues to respond to the needs of African women in crisis situations through its programme "The African women in crisis umbrella programme". The programme has three main components: mainstreaming gender concerns in areas of emergency policy-making and programming; providing direct support to catalytic activities to increase the capacity of refugee and displaced women to articulate their needs and priorities; and developing a knowledge base on women in emergency, rehabilitation and development within the region. Through the programme, UNIFEM has formed partnerships with emerging African women's peace initiatives and networks in order to build a strong women-led coalition for peace and development.

55. Particularly significant among the activities under the programme have been support for an African women's peace mission to Rwanda and Burundi, promoting dialogue between southern and northern Sudanese women; and organizing a series of 15 peace and reconciliation workshops for youth and women in western Kenya. In 1994, the programme was supported by the Government of Sweden to implement the project, "Integrated approach to community-based reproductive health care, trauma management and quality of life improvement project for displaced Rwandese women". Initiatives under this project focus on providing health care services to women and assisting their organizations through skills training and support to income-generating activities.

56. With funding from the United States Committee on Refugees, and in collaboration with the International Rescue Committee, the African women in crisis programme has also provided skill training and psychosocial health care to Liberian refugees in Ghana and Côte d'Ivoire. In addition, the Government of Italy has joined UNIFEM in providing assistance to Mozambican women refugees in Zimbabwe.

57. The project "Integration of women into development for populations affected by conflict: Chalatenango" in El Salvador demonstrates how UNIFEM has played a role in raising awareness to gender-differentiated needs in reconstructing communities after long periods of war and instability. The project has been a joint effort by UNIFEM, the International Fund for Agricultural Development (IFAD) and other United Nations agencies to provide land, credit, improved agricultural techniques and marketing services to women. The participation of

UNIFEM at the early stages of this six-year project contributed to the planning and design of gender-responsive strategies and to filling the needs of peasant women in the development of their region.

F. Ethical governance and respect for civil society

58. Policies emerging from systems of good governance are more responsive and accountable to the livelihood needs and realities of women and their communities. Through the Women's Development Agenda, UNIFEM is contributing to the promotion of ethical principles of governance, the strengthened role of civil society and accountability to legal instruments that advance the status of women and have been endorsed by the international community. It is important that Governments and international agencies uphold the commitments made to women and develop and implement global economic policies in such a way that their negative impact on women is minimized.

59. To support the process of democratization and concern for ethical governance, UNIFEM organized a regional seminar in Benin, in September 1994, for representatives of women's national mechanisms from 12 African countries. The meeting addressed women's participation in the political process and identified country-level institutions that can best advocate for and serve women's needs.

60. UNIFEM has also provided support to national non-governmental organizations and networks working on issues of violence against women, legal literacy and women's participation in the political process. UNIFEM's advocacy work on those issues has been organized jointly with African Women in Law and Development, the Association of African Women for Research and Development and with international partners, including OXFAM America.

61. In Thailand, UNIFEM was instrumental in supporting a national drive to amend the constitution in order to guarantee women's rights. A pamphlet proposing six different versions of the constitutional amendment was produced together with postcards to encourage citizens to petition legislators to vote for their amendment of choice. In October 1994, the parliament voted unanimously to support an amendment to article 24 of the Thai constitution, which now states:

> "Men and women have equal rights. Any actions limiting equal rights and freedoms is unconstitutional and not permissible."

62. In India, UNIFEM funded a series of dialogues with activists and representatives of grass-roots political institutions or "panchayats" and non-governmental organizations and academia in five regions of the country. The dialogues promoted women's awareness about the constitutional amendment mandating a one-third reservation for women in all political bodies up to the district level and highlighted women's concerns in mainstream political structures.

63. In Cambodia, follow-up initiatives to a women's summit supported by UNIFEM have provided 17 new women's non-governmental organizations with the skills to influence the first general elections ever held in the country. The

non-governmental organizations have effectively advocated for women's participation in the political process by disseminating information on the vote and through the publication of the magazine Cambodian women's voice. UNIFEM also supported a study tour to Thailand for representatives of the Cambodian women's movement in order to strengthen the movement's grass-roots organizing abilities and its participation in the NGO Women in Development Symposium at Manila leading up to the regional preparatory conference for the Fourth World Conference on Women.

64. The Fund has also supported capacity-building, leadership training and management skills for women's non-governmental organizations in Latin America, through the "Gender relations and institutional development" project. Under the project, technical assistance has been provided by the Nucleus of Studies on Women and Public Policies of the Brazilian Institute for Municipal Administration to restructure and provide management training to Rede Mulher, a Brazilian non-governmental organization, and to Flora Tristan, a Peruvian organization.

65. In Latin America and the Caribbean, violence against women is viewed by the women in the region as a major obstacle to development. The elimination of violence is therefore a priority within the women's human rights framework. Given those concerns, UNIFEM has supported the organization of a Latin American and Caribbean network opposing violence against women coordinated by ISIS International, a women's information and communication service. The Fund has also supported initiatives at the national level to bring about changes in legislation and policy, strengthen the mechanisms of civil society to deal with the problem of violence against women, promote research and support the reorganization of structures such as the police departments for women and reception centres for battered women.

66. Through joint collaboration, UNIFEM, the United Nations Children's Fund (UNICEF) and the Pan American Health Organization (PAHO) organized a regional seminar on police institutions and women's human rights at Quito. The seminar aimed to strengthen police response to cases of violence against women and created an opportunity for dialogue for members of the police forces from different countries in South America. As a result of the seminar, a programme on violence against women in the Andean region, designed to support national efforts to revise laws and public policy related to the issue, was launched. A similar project is being coordinated by the Mexican network, Fight Against Violence Against Women (CCVAC). Activities include training to educate community-based development workers about issues of sexual and family violence.

67. In line with the Fund's priority to support women's equal participation in governance and in civil society, UNIFEM has supported the Center for Research and Feminist Action (CIPAF) to undertake groundwork to promote affirmative action programmes and women's participation in the political process in the Dominican Republic. As a result, the CIPAF team, composed of academics, educators and social organizers, has been more effective in reaching out to women from diverse educational and social backgrounds.

68. The UNIFEM project "Gender assistance to parliamentarians" coordinated by the Service for Information and Research on Women, a non-governmental

organization in Paraguay, has focused on legal analysis and revision of laws affecting women's rights. The group has also promoted dialogue among policy makers and civil society. A project with similar aims was developed by the Feminist Centre for Research and Consultation in Brazil.

69. Over the past two years, the Fund's approach to sustainable human development has increasingly integrated activities that support and promote women's human rights. The Fund's women's human rights programme is a global initiative that aims to strengthen the capacity of women's organizations that work in the area of human rights; to increase the accessibility of the international human rights machinery to women; and to work with Governments and communities to protect the human rights of women. Following its contribution to mainstreaming women's human rights at the World Conference on Human Rights at Vienna, the Fund has participated in meetings of the Subcommission for Human Rights at Geneva and has assisted in the formulation of two resolutions by the Commission for Human Rights, one on the mainstreaming of the human rights of women and the other on violence against women. The Fund has also advocated for the appointment of a special rapporteur on violence against women by the Commission for Human Rights.

70. As part of UNIFEM efforts to strengthen inter-agency coordination in the area of women's human rights, the Fund has provided ongoing support to the Centre for Human Rights of the Secretariat and works closely with its focal point for the human rights of women. UNIFEM has also collaborated with the Child's Rights Section of UNICEF to produce an information kit on the Convention on the Elimination of All Forms of Discrimination against Women. The kit is being used as an advocacy tool by non-governmental organizations, the media and women human rights activists.

III. ADVOCACY

71. One of the Fund's comparative advantages is its special mandate to act as a catalyst for mainstreaming gender issues in the development process and to support innovative activities that meet the real needs and priorities of women. In pursuing that role, UNIFEM has engaged a certain amount of its human and material resources for advocacy work in a wide variety of settings and with a wide spectrum of development partners. Specifically, its advocacy work has focused on four constituencies: (a) the United Nations and other development organizations; (b) participants in global meetings and conferences; (c) civil society and the women's movement at large; and (d) beneficiaries and Governments in programme countries.

72. UNIFEM has undertaken advocacy work for the mainstreaming of gender issues in multilateral development institutions. In particular, UNIFEM has supported the work of the United Nations Commission on Science and Technology for Development. Direct support to the Commission has been provided through UNIFEM inputs to activities of the United Nations system on gender, science and technology. The Fund has also provided indirect support by linking the Commission with women's networks such as the Once and Future Action Network.

73. Another example of UNIFEM work on mainstreaming gender is the ongoing collaboration with the Department of Humanitarian Affairs of the Secretariat. In 1992, UNIFEM identified the Department's coordination mechanism for humanitarian assistance as an entry point for UNIFEM's catalytic efforts to integrate gender concerns within the United Nations system and seconded a staff member to the Department. One outcome of the UNIFEM/Department collaboration has been the development of field guidelines for operational organizations to design and implement more gender-responsive activities. The guidelines have been shared with non-governmental organizations, the Special Rapporteur on Violence against Women and other partners in the field of humanitarian assistance. The experience of seconding a UNIFEM staff member to the Department has confirmed that attention to gender issues in emergency situations results in a more efficient and effective response.

74. Through its umbrella programme, "African women in crisis", UNIFEM also works in close consultation with the United Nations High Commissioner for Refugees, other United Nations agencies and international and local relief organizations. Through this programme, UNIFEM has advocated for gender-specific national and regional legislation to incorporate international refugee laws that provide increased protection for refugee and internally displaced women.

75. Following the Fund's successful advocacy work at the United Nations Conference on Environment and Development in 1992 and the World Conference on Human Rights in 1993, UNIFEM joined with other organizations at the International Conference on Population and Development to raise international awareness that women's empowerment is central to population policies and development goals. During the International Conference on Population and Development, UNIFEM played a brokering role between women's non-governmental organizations and the media, and in cooperation with the International Women's Health Coalition and the Global Campaign for Human Rights advocated for the inclusion of women's health and women's rights in the programme of action of the Conference.

76. UNIFEM advocacy work not only tries to bring women's concerns to centre stage during United Nations world conferences, but extends support to women and to non-governmental organizations to enable them to participate in conference processes for negotiation and policy-setting. Accordingly, the Fund supported the participation of non-governmental organizations, community project managers, academics and media specialists in two three-day workshops coinciding with the Preparatory Committee meetings prior to the World Summit for Social Development. The workshops were organized to prepare inputs for the Summit and its core themes.

77. As a further contribution to preparations for the World Summit for Social Development in 1995, UNIFEM developed a substantive position paper on how poverty, employment and social integration policies relate to and affect women. The document was circulated as a conference paper to delegations at the second meeting of the Preparatory Committee, in August 1994.

78. UNIFEM places great value in its ongoing relationship with the women's movement, which has contributed to shaping the policies and working methodologies of the Fund. In turn, UNIFEM has helped advance issues of concern

to women by initiating the formation of coalitions, consortia and networks in specialized areas such as credit and finance, science and technology and human rights.

79. For example, UNIFEM has facilitated the formation of a working group, the International Coalition on Women and Credit, which seeks to advance policies that provide women with better access to financial services. The Coalition, representing more than 200 affiliated organizations worldwide, has received UNIFEM support to raise awareness of credit and micro-lending to women entrepreneurs and producers. Its members have developed innovative lending methodologies that respond to the needs of their clients.

80. Through its advocacy programme, UNIFEM has strengthened its in-house capacity to document, publish and disseminate its experiences of working with and for women. In collaboration with the International Women's Tribune Centre, a marketing and distribution service, Women, Ink, catalogues and distributes UNIFEM publications, as well as other materials produced by and for women in developing countries.

81. UNIFEM has produced a range of advocacy materials focusing on Africa, including: a networking newsletter, Kipok (a Masai word meaning "we shall prevail or overcome"); a 30-minute video film, "Dignity: African women in crisis", highlighting coping strategies of Eritrean, Ethiopian, Mozambican, Liberian, Somali and Sudanese women in emergency and crisis situations; and a booklet entitled "Survival: African women in crisis". These materials have been made available to international organizations and women's networks working on peace issues.

82. Another publication, "Connecting across cultures and continents: Black women speak out on race, identity and development", was the result of collaborative work between the African and Latin American sections of UNIFEM. It presents the outcomes of a series of UNIFEM-sponsored panels at the Fifth International Interdisciplinary Congress on Women involving Black women from Africa, the Caribbean, Brazil and North America. This publication has brought visibility to the global Black Women's Network and has brought the experiences of the network to development discussions at the United Nations.

83. The UNIFEM publication, "The human cost of women's poverty: perspectives from Latin America and the Caribbean", promotes a better understanding of gender relations in society, their implications in policy-making and in bringing about change for a more equitable society. By describing how women and men in similar socio-economic and cultural circumstances experience poverty in very different ways, the book has contributed to a better understanding of the issues taken up by the World Summit for Social Development.

84. An integral part of the Fund's programme on international trade has been the preparation and dissemination of publications and information on gender and global trade issues. The Fund's first trade book, entitled "Women and the new trade agenda", was in production in 1994 and marketed in 1995 through Women, Ink. The book provides an overview of the emerging global trading system and discusses how expanded trade impacts on women's current and future prospects in different environments. In addition, a series of concept and discussion papers

on women and trade-related questions is under preparation. "Engendering international trade: concepts, policy and action" is the first such paper. These papers will be distributed to policy makers and academics.

85. UNIFEM supported the production of two videos on women's human rights. The first, which has won a number of international awards, is on the Vienna Tribunal on Violations of Women's Human Rights, produced by Augusta Productions, the National Film Board of Canada and the Center for Women's Global Leadership. The second video was produced by Taller Permanente de Comunicación Feminista of Costa Rica on the tribunal held by women's human rights advocates in El Salvador in the context of the Sixth Latin American and Caribbean Feminist Encuentro. These videos, which document the effects of violations of women's human rights on women's lives, are used in classrooms, by human rights, women's and other community organizations and are shown at conferences and other events locally, regionally and internationally.

86. Two issues of the Fund's newsletter, UNIFEM News, were published in 1994. One featured articles relating to population and sustainable development and provided information on women's perspectives and organizing activities in relation to the International Conference on Population and Development. The second issue focused on science and technology for development and reflected the diverse projects and initiatives that UNIFEM is undertaking in that field. With a readership of 20,000 world wide, the newsletter is both an advocacy tool and a vehicle through which UNIFEM documents its projects and lessons learned from its work in developing countries.

IV. MANAGEMENT

87. In early 1994, Ms. Sharon Capeling-Alakija, Director of UNIFEM since 1989, left UNIFEM to join UNDP, where she assumed the newly created position of Director of Evaluation and Strategic Planning. The Deputy Director, Ms. Marjorie Thorpe, then became Acting Director. On 15 August 1994, the Administrator of UNDP appointed Ms. Noeleen Heyzer (Singapore) as the new Director. Since 1984, Ms. Heyzer had been the Programme Coordinator in charge of the Gender and Development Programme in the Asian and Pacific Development Centre, Kuala Lumpur.

Finance and administration

88. Contributions to the Fund rose gradually from 1991, reaching $13.87 million in 1994. While government contributions to the Fund's core budget remain strong, at an annual average of $10 million, cost-sharing and sub-trust fund contributions have shown a significant increase, reflecting donor confidence in UNIFEM activities. Major government contributors in 1994 included Australia, Canada, Denmark, Germany, Japan, the Netherlands, Norway, Sweden, Switzerland, the United Kingdom of Great Britain and Northern Ireland and the United States of America.

89. In 1994 private donations from non-governmental organizations, foundations and individuals also increased. The Fund's efforts to raise funds from these

sources have been greatly assisted by the work of the 16 UNIFEM national committees.

90. In order to reduce its accumulated cash balance, from 1990 into 1994 UNIFEM actively programmed its resources on a partially funded basis. That action, coupled with inadequate management and financial oversight, led to an overprogramming of UNIFEM resources that became known in mid-1994. Strict financial controls were established, all further programming was frozen, budget cuts were made and aggressive resource mobilization efforts were successfully undertaken to avoid falling into cash deficit. As a result, a positive balance of cash resources in excess of $1 million is projected for the end of 1995. The Executive Board suspended the requirement for an operational reserve until such time as the Fund is in a position to resume full programming activities, after 1997. UNIFEM will continue its dual strategy of requiring strict financial management on the part of all staff, and engaging in vigorous resource mobilization to avoid any threat to its financial integrity in the future.

Monitoring and evaluation

91. In response to the changing needs of the Fund, monitoring and evaluation activities are reviewed on a yearly basis and modified to meet existing needs. To that end, terms of references for key UNIFEM projects to be evaluated over the next two years were formulated in 1994. These terms of references incorporate innovative data-gathering techniques and reflect the Fund's commitment to increasing the participation of project beneficiaries in evaluations.

92. Projects selected for evaluation meet the following criteria: budgets over $200,000; potential for yielding interesting best practice ideas or lessons; and potential for long-term follow-up in order to assess impact in terms of contribution to sustained changes in women's lives. In 1994 an evaluation was undertaken of the "Andean food technology" project. The evaluation confirmed the important role played by institutions of civil society, in this case women's non-governmental organizations, in delivering development assistance. In addition, by focusing on identification and diffusion of indigenous food-cycle technologies, the project served to highlight women's technical knowledge and technological contributions. Evaluation exercises are planned for the SADC Women in Development programme, the African women in crisis programme and the ACCIÓN project in 1995.

93. The completion of the impact measurement indicators exercise forms an important input to the Fund's general evaluation and programming work. As part of the exercise, a participatory methodology for assessing the impact of development interventions on women was field tested in Latin America, Africa and Asia. Based on that experience a draft manual entitled "Impact Assessment: Participatory Approach" has been developed.

94. With regard to mainstreaming UNIFEM experiences, specific project experiences were compiled to illustrate the linkages between participation and women's empowerment. UNIFEM is a member of the Inter-Agency Working Group on Evaluation and has made substantive contributions to discussions in a paper entitled "Guidelines for evaluating gender issues".

95. As part of the UNIFEM project "Capacity-building in evaluation", a training workshop was organized in September 1994 for women from non-governmental organizations in UNIFEM programme countries. While this type of training is tailored to meet the UNIFEM goal of gender-sensitizing evaluation approaches in general, the technical aspects of such training are easily incorporated into other types of evaluations and are therefore applicable in a wide range of situations.

V. FOURTH WORLD CONFERENCE ON WOMEN

96. The Fourth World Conference on Women merits specific mention here as it represents a unique opportunity for the international community to cooperate in and create strategies for action to be taken to advance gender equality in all aspects of social, economic and political life. Following the endorsement of the UNIFEM strategy towards the Conference by the UNIFEM Consultative Committee in 1993, the Fund developed Conference-related activities at the international, regional and local levels.

97. The UNIFEM strategy for the Conference has focused on ensuring that the concerns of diverse groups of women are heard during all preparatory activities brokering partnerships between Governments, non-governmental organizations, donors and women's organizations and networks; advocating alternative strategies for gender-responsive development, including mainstreaming; strengthening women's organizations and networks; promoting the equal responsibility of men for advancing gender issues; promoting the visibility of women as leaders and decision makers at the United Nations and in society at large; influencing the structure and mandate of new institutions and mechanisms that may emerge from the Conference; and launching activities that will generate wider public information, awareness and support for it.

98. The above objectives have been pursued through the following mechanisms: identifying key women's non-governmental organizations and networks, both new and well established, and providing them with opportunities to create strategies and participate in all aspects of the preparatory process and in the actual Conference, obtaining funds from various sources to enable UNIFEM to support the participation of grass-roots women in conference preparations; contributing to information-sharing and inter-agency coordination through participation in international and regional meetings related to the Conference; supporting the substantive contributions of non-governmental organizations to the preparation of national reports and the platform for action; producing and disseminating substantive documentation on UNIFEM programme experiences; and developing a media strategy to increase media awareness of women's concerns and the goals of the Conference. Through these modalities, the Fund has supported numerous global, regional and nationally based initiatives in collaboration with agencies of the United Nations system and other development organizations.

99. The Fund has contributed to United Nations system-wide preparations for the Conference, including support to the Division for the Advancement for Women for the organization of expert group meetings in preparation for the thirty-ninth session of the Commission on the Status of Women, and to incorporate a youth perspective in the platform for action. Following the Consultative Meeting for

World Youth at Princeton University in February 1994, which UNIFEM co-sponsored with the Division for the Advancement for Women, the Fund participated in the Inter-Agency Group Meeting for Youth Involvement at the Fourth World Conference on Women, convened by the Division for the Advancement for Women. UNIFEM also funded two youth representatives from the South Pacific Young Women's Christian Association (YWCA) to participate in the youth consultations during the regional preparatory conference in Jakarta. UNIFEM regional programme advisers also provided administrative and technical assistance to the Division for the Advancement for Women's youth coordinator in organizing the regional youth meetings prior to the other regional preparatory conferences and in drafting the proposed youth amendments to the regional programmes of action.

100. During 1994, UNIFEM also undertook numerous initiatives that have brokered partnerships between Governments and non-governmental organizations and also brought women's organizations into the preparatory process for the Conference. In particular, UNIFEM provided support to national-level preparations leading up to the regional preparatory conferences in Indonesia, Argentina, Jordan and Senegal.

101. In India, UNIFEM played a main coordinating role for the Inter-Agency Facilitation Committee for Beijing, a group formed to disseminate information on the Conference to non-governmental organizations in South Asia and promote non-governmental organization input into the regional programme for action. UNIFEM provided impetus to the national preparation process in Pakistan by bringing together government representatives, non-governmental organizations, researchers and the media to discuss, prioritize and coordinate national activities. UNIFEM funding enabled the Lao Women's Union to extend its National Congress by one day in order to discuss national preparations for the Conference with provincial and district representatives.

102. In the Islamic Republic of Iran, UNIFEM contributed to the implementation of a Joint Plan of Action by various United Nations agencies. Specifically, the Fund supported the preparation of country profiles and the national report, seminars and workshops and the publication of a newsletter to promote awareness of the issues to be discussed at the Fourth World Conference on Women. UNIFEM also assisted the newly created Bureau of Women's Affairs to enhance its capacity to function as a focal point for national preparations for the Conference.

103. UNIFEM provided support to ESCWA to organize national planning workshops in nine countries of Western Asia. The workshops emphasized a participatory approach involving Governments, academics and non-governmental organizations. In addition, through funding support from the Netherlands Embassy at Cairo, UNIFEM functioned as a focal point for a donor information coordination system for Western Asia. The system was established in response to a need for an information exchange mechanism on donor activities in support of non-governmental organizations in the region.

104. In Argentina, UNIFEM collaborated with UNICEF to sponsor two consecutive meetings of non-governmental organizations to form a national coordinating committee in preparation for the regional preparatory conference. As a follow-up to that initiative, UNIFEM and UNICEF co-sponsored a meeting between

national non-governmental organization committees from Argentina, Brazil, Chile, Paraguay and Uruguay, where a unified non-governmental organization input to the regional programme for action was drafted.

105. UNIFEM funded and coordinated nine research projects in Mexico to develop non-governmental organization input and plans of action for the regional preparatory conference. UNIFEM further collaborated with UNDP, UNFPA, ECLAC and the United States Agency for International Development (USAID) in organizing a follow-up national meeting where over 60 Mexican non-governmental organizations presented their action plans.

106. In collaboration with the CARICOM secretariat, UNIFEM organized a second regional preparatory meeting in Antigua to discuss the form and content of the CARICOM national and regional reports. UNIFEM also funded the participation of nine umbrella women's non-governmental organizations at the meeting.

107. A number of UNIFEM initiatives in Africa have focused on providing information and training to women's groups and on raising awareness of priority issues for discussion at the regional preparatory conference at Dakar. In particular, UNIFEM has provided training on United Nations conference preparations to FEMNET, a media non-governmental organization and working partner of UNIFEM. As a result of the training, FEMNET's role in facilitating non-governmental organization preparatory meetings and setting up a coordinating committee of non-governmental organizations in Africa was strengthened.

108. In Nigeria, UNIFEM collaborated with UNDP to establish an inter-agency forum, which increased cooperation among United Nations and other donor agencies and led to greater coordination in the use of scarce resources to support national activities towards Beijing. As a result of the forum, UNICEF and UNFPA coordinated their assistance to national machineries to prepare the national report.

109. A main activity at the regional preparatory conference was the organizing of a Peace Tent, which UNIFEM supported through its African women in crisis programme. This initiative brought together leaders of women's peace movements from areas of conflict around the region and provided a venue for panel discussions on women's perspectives on war and conflict as well as testimonies and performances by young African artists on peace and reconciliation themes.

110. UNIFEM cooperated with the United Nations Economic Commission in Africa (ECA) to produce the official poster for the regional preparatory conference. To raise awareness for the Fourth World Conference on Women, the Fund's regional programme adviser in Dakar also organized poster, cartoon and poetry contests for youth around the themes: "The women of the 21st century are born", "African women, where are you?" and "We shall be women tomorrow".

111. One of the most visible and innovative activities of the UNIFEM-sponsored Once and Future Action Network has been the organizing of the Once and Future Pavilion at the 1995 non-governmental organization Forum on Women in Beijing. The Pavilion will bring together women's groups, technology institutes and development organizations to illustrate women's role in redirecting science and technology to people's basic needs and environmental problems. The visual,

interactive, educational and entertaining dimensions of the activities are planned to appeal to a wide audience, showing that science and technology is for everyone, regardless of age, gender or ability. In September 1994, UNIFEM participated in the preparatory symposium for the NGO Forum on Women, Science and Technology, organized by the China Women's Association for Science and Technology in Beijing.

112. An important component of UNIFEM strategy for the Fourth World Conference on Women has focused on providing women with information and the skills they need to participate more effectively in Conference preparations. To that end, UNIFEM co-published with the United Nations Non-Governmental Liaison Service Putting Gender on the Agenda: A Guide to Participating in UN World Conferences. The publication, which is available in English, French and Spanish, has been widely distributed as a tool for women leaders to incorporate their concerns into international decision-making processes.

113. Recognizing the increasing importance of the media as a vehicle for advancing women's perspectives, UNIFEM produced a new press kit to inform the press of the Fund's substantive areas of work in Africa, Asia and the Pacific, and Latin America and the Caribbean, and in mainstreaming women's concerns on global issues. The press kit was designed so that it can be supplemented and updated depending on region-specific needs. In addition, a new information kit, including a series of booklets (in English, French and Spanish) on UNIFEM activities in Africa, Asia and the Pacific, Latin America and the Caribbean, as well as global activities.

114. In collaboration with the Communication Consortium and Media Center, a media strategy was developed to increase the Fund's capacity to use media as an advocacy tool; expand public awareness of women's development efforts; generate support for the Fourth World Conference on Women; and increase the visibility and media coverage of UNIFEM work. In October, in collaboration with the Center, UNIFEM organized an initiative to launch printed articles on the Conference and on UNIFEM work in 100 women's magazines world wide. Over 75 women's magazines in 29 countries are now participating in the project.

115. In November 1994, UNIFEM placed a special adviser for the Fourth World Conference on Women in Beijing. The adviser works closely with UNDP, the Government of China, the China Organizing Committee, the Department of Public Information, the Division for the Advancement of Women, the Organizing Committee of the NGO Forum and other United Nations agencies and donors, and has contributed to in-country coordination in preparation for the Conference. The adviser has initiated a media campaign to promote the goals of the Conference and has supported the All China Women's Federation in their capacity as organizers and hosts of the NGO Forum. In turn, the Federation has provided UNIFEM with national support staff who are receiving administrative and management training from the UNIFEM adviser.

116. By the time the present report is reviewed by the General Assembly during its fiftieth session, the Fourth World Conference on Women will have been completed. UNIFEM will provide an assessment of the implications of the Conference for its future programme during its presentation to the Third Committee.